

I ask all Members to join me in honoring an exceptional woman of California's 28th Congressional District, Karen Volpei-Gussow.

# HONORING PHILIP KALAYIL

## HON. RAJA KRISHNAMOORTHY

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

*Friday, April 14, 2017*

Mr. KRISHNAMOORTHY. Mr. Speaker, today I honor the life of Philip Kalayil who passed away on March 13 this year of natural causes.

It seems like everybody who's anybody in the city of Chicago has a story about Philip Kalayil.

Philip came to Chicago from India in the mid-1950s and became an early leader and organizer of the Indian-American community in the Chicago area.

Before his untimely death, Philip had been recognized by the Association for Asian American Studies, which honored him with its Heart of Asian American Community Award.

Philip's legacy of leadership and bridge-building between all racial and ethnic groups are needed now more than ever. While Philip left this world far too early, we should all take comfort in knowing that his memory and selfless service have left a mark on Chicago and our nation.

The civic contributions and dedication to the Indian-American community by Philip Kalayil have helped Indian Americans in the Chicago area such as myself to pursue professional achievements to further the development of our community.

On behalf of all of Philip's countless friends and associates, I just want to say thank you for all that you did for the people of Illinois. You're leaving some big shoes to fill in the city of Chicago.

Mr. Speaker, I hope we might all keep in our thoughts and prayers the Kalayil family as they mourn their loss. In that spirit, I celebrate Philip's life and think about what an impact that life made on so many people.

# A TRIBUTE TO AMANDA TRUELOVE FAIREY—28TH CONGRESSIONAL DISTRICT WOMAN OF THE YEAR

## HON. ADAM B. SCHIFF

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Friday, April 14, 2017*

Mr. SCHIFF. Mr. Speaker, I rise today in honor of Women's History Month. Each year, we pay special tribute to the contributions and sacrifices made by our nation's women. It is an honor to pay homage to outstanding women who are making a difference in my Congressional District. I would like to recognize a remarkable woman Amanda Truelove Fairey of the Franklin Hills neighborhood of Los Angeles, California.

Amanda Truelove Fairey is a co-founder and partner with her husband, Shepard Fairey, in the creative agency Studio Number One, the art and project space Subliminal Projects Gallery, and the online store Obey Giant/The Art of Shepard Fairey; all based in the Echo Park neighborhood of Los Angeles.

Ms. Truelove Fairey became a vocal advocate for research advancements through the MS Hope Foundation, after her own diagnosis of Multiple Sclerosis in 2013. She also believes in the importance of arts and music education for all, through her work with Art of Elysium and the Silverlake Conservatory of Music. Ms. Truelove Fairey currently sits on the board of the Library Foundation of Los Angeles and was the 2016 Chair of the foundation's annual fundraiser, The Young Literati Toast. Funds raised at the Toast support Adult Literacy Services, a vital program of the library that breaks the cycle of low literacy throughout Los Angeles with one-on-one tutoring, self-directed and online practice, and group classes.

In 2016, Ms. Truelove Fairey and her husband founded Make America Smart Again, an organization that encouraged voter education and registration during the 2016 election season. It has evolved from a call to action into a movement that empowers citizens to stay engaged and informed about social issues. Make America Smart Again has partnered with a variety of non-profit organizations including Rock the Vote, The Young Literati, and Vote Detroit to continue its mission in building a coalition of a well-informed citizenry.

Ms. Truelove Fairey enjoys family time with her husband, Shepard and their two wonderful daughters, Vivienne and Madeline.

I ask all Members to join me in honoring an exceptional woman of California's 28th Congressional District, Amanda Truelove Fairey.

# THE INTRODUCTION OF THE FAIR PAY ACT OF 2017 APRIL 4, 2017

## HON. ELEANOR HOLMES NORTON

OF THE DISTRICT OF COLUMBIA

IN THE HOUSE OF REPRESENTATIVES

*Friday, April 14, 2017*

Ms. NORTON. Mr. Speaker, today is Equal Pay Day, which marks the number of additional days a woman must work to earn what a man earned by the end of last year. The 1963 Equal Pay Act (EPA), the first of the great civil rights statutes of the 1960s, has grown creaky with age and needs updating to reflect the new workforce, in which women work almost as much as men.

The best case for a stronger and updated EPA occurred here in the Congress in 2003, when female custodians in the House and Senate won an EPA case after showing that female workers were paid a dollar less per hour for doing the same or similar work as men. Had these women not been represented by their union, they would have had an almost impossible task in using the rules for bringing and sustaining an EPA class action suit.

Based on my own experience as the first woman to chair the Equal Employment Opportunity Commission, I again introduce the Fair Pay Act (FPA) on behalf of the average female worker, who is often first steered to, and then locked into, jobs with wages that are deeply influenced by the gender of women who have traditionally held such jobs. Much of the wage inequality women experience today is because of employer-steering and deeply rooted wage stereotypes, which result in wages being paid according to gender and not according to the skill necessary to do the job. I introduce the FPA because pay disparity most women face today stems mainly from the

segregation of women and men in different jobs and paying women in female-dominated jobs systematically less. Two-thirds of white women and three quarters of African-American women work in just three areas: sales/clerical, service and factories. We need more aggressive strategies to break through the societal barriers present throughout history the world over, as well as employer-steering based on gender, which is as old as paid employment itself.

The FPA requires that if men and women are doing comparable work, they are to be paid comparable wages. If a woman, for example, is an emergency services operator, a female-dominated profession, she should not be paid less than a fire dispatcher, a male-dominated profession, simply because each of these jobs has been dominated by one sex. If a woman is a social worker, a traditionally female occupation, she should not earn less than a probation officer, a traditionally male job, simply because of the gender associated with each of these jobs.

The FPA, like the EPA, will not tamper with the legal burden. Under the FPA, as under the EPA, the burden will be on the plaintiff to prove discrimination. The plaintiff must show that the reason for the disparate treatment is gender discrimination, not legitimate market factors.

Remedies to achieve comparable pay for men and women are not radical or unprecedented. State governments, in red and blue states alike, have shown that it is possible to eliminate the part of the pay gap that is due to discrimination. Twenty states have adjusted wages for female-dominated professions, raising pay for teachers, nurses, clerical workers, librarians, and other female-dominated jobs that paid less than comparable male-dominated jobs. Minnesota, for example, implemented a pay equity plan when it found that traditionally female jobs paid 20 percent less than comparable traditionally male jobs. There may well be some portion of a gender wage gap that is traceable to market factors, but 20 states have shown that you can tackle the gender discrimination-based wage gap without interfering in the market system. States generally have closed the wage gap over a period of four to five years at a one-time cost of no more than three to four percent of payroll.

In addition, many female workers routinely achieve pay equity through collective bargaining, and countless employers provide it on their own as they see women shifting out of vital female-dominated occupations as a result of the shortage of skilled workers, as well as because of the unfairness to women. Unequal pay has been built into the way women have been treated since Adam and Eve. To dislodge such deep-seated and pervasive treatment, we must go to the source, the traditionally female occupations, where pay is linked with gender and always has been.

# A TRIBUTE TO AMY YANOW—28TH CONGRESSIONAL DISTRICT WOMAN OF THE YEAR

## HON. ADAM B. SCHIFF

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Friday, April 14, 2017*

Mr. SCHIFF. Mr. Speaker, I rise today in honor of Women's History Month. Each year,

we pay special tribute to the contributions and sacrifices made by our nation's women. It is an honor to pay homage to outstanding women who are making a difference in my Congressional District. I would like to recognize a remarkable woman, Amy Yanow of the Hollywood Hills neighborhood of Los Angeles, California.

Amy Yanow has always had a passion for community. After a career in real estate development, she obtained a Master of Business Administration from the Anderson School of Management at UCLA and combined her love of community with her love for small businesses. As co-owner of two of the most notable craft beer destinations in Southern California, Mohawk Bend in Echo Park and Tony's Darts Away in Burbank, Ms. Yanow has found innovative ways to incorporate her desire to support community and her passion for locally sourced products and services. Ms. Yanow formalized sourcing guidelines which focus on

procuring products that celebrate Los Angeles and California local farming.

Charitable giving is built into every level of Ms. Yanow's restaurant strategy from menu offerings to marketing efforts. She believes in personal outreach to build lasting and meaningful relationships with her community. On behalf of Mohawk Bend, Ms. Yanow has partnered with thirty local non-profits to achieve fundraising and awareness of community-based initiatives in her backyard. Machine Project, 826LA, Echo Park Recreational Center, Echo Park Parenting and Education, Sandra Cisneros Academy, Fire Station 20 Echo Park, Echo Park Community Parade, Edendale Branch Library, and Food Forward are a few of the beneficiaries of her generosity. Under her guidance, Tony's Darts Away has supported community-based initiatives in the City of Burbank by providing funds to the Family Service Agency of Burbank, the

Beagle Freedom Foundation, and Keep-A-Breast Foundation to name a few.

Ms. Yanow and her husband, Tony Yanow, have shown great dedication to the non-profit organization River LA and its mission to unlock the potential and beauty of the Los Angeles River's fifty-one miles. From late 2015 until February 2016, the Yanows led a public matching grant campaign to raise funds and awareness for the creation of the community-oriented recreation areas and green spaces along the river. Ms. Yanow was deeply involved in the fundraising drive by creating a public awareness campaign through personal outreach and building a comprehensive social media strategy that ultimately accomplished the fundraising goal of \$500,000. Ms. Yanow is a treasure to her community and an inspiration to all who know her.

I ask all Members to join me in honoring an exceptional woman of California's 28th Congressional District, Amy Yanow.